

# THE SOURCE

## Diane Schumacher and Nancy Wragge Are July "Job Well Done" Recipients

By NRC's Employee Recognition Committee

Congratulations to Diane Schumacher, PA-C, and Nancy Wragge, RN, for being selected as the July 2013 "Job Well Done" recipients.

**Diane Schumacher** has been employed at NRC since December



1995. Her co-workers stated that she deserves this award because she carries on her duties with a professional attitude that

is reassuring to both patients and staff. She was conducting a routine check on a patient and simply asked if there was anything else bothering him. The patient stated there was, but it was something he couldn't ask her about. Her caring attitude was able to help the young man explain his situation and allow her to help him with his problem. Her professionalism made her team proud to say, "I work with this woman."

**Thank you, Diane, for all you do!**

**Nancy Wragge** has been employed at NRC since August 2003.



Her co-workers stated that she deserves this award because when she was covering nurse for the hospital she came to a patient living unit numerous times to help out when a patient became combative and defiant, resulting in a need for use of restraints. She assisted in writing orders numerous times, (Continued on page 2)

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### Nebraska Sex Offender Treatment Program

**Mission:** Providing Sex Offender treatment to prepare for community reintegration while maintaining public safety.

**Vision:** Helping people rebuild their lives with no more victims.

## July "Job Well Done" Recipients

*(Continued from page 1)*

assisted with nursing assessments on this patient, and helped obtain medication from the medication module. In ad-

dition, she also helped with required paperwork about the incident. She remained positive and willing to help, showing

she's a true team player.

**Thank you, Nancy, for all you do!**

## Mike Mejstrik and Patti Leise Are August 2013 "Job Well Done" Recipients

*By NRC's Employee Recognition Committee*

Congratulations to Mike Mejstrik, Mental Health Security Specialist II, and Patti Leise, Word Processing Specialist, for being selected as the August 2013 "Job Well Done" recipients.

**Mike Mejstrik** has been employed at NRC since October 2004. His co-workers stated that he deserves this award because he was one of the

first staff to arrive on a patient living unit during a code green. He stayed to make sure the environment was safe and calm before returning to his meal break. He maintained a calm demeanor during the entire incident and was very supportive of the staff on the unit to help them feel safe.

**Thank you, Mike, for all you do!**



**Patti Leise** has been employed at NRC since June 1984. Her co-workers stated that she deserves this award because she is an essential part of Treatment Team 1. She is hardworking and types all of the treatment plans, deciphers staff handwriting, extends the "target dates" and makes sure all the appropriate forms are submitted. She attends treatment plan presentations and has the plan displayed on the



television. She types the progress notes, mental health board notes, group notes and doctors reports. She does this for all three treatment teams. She has additional responsibilities that others are not even aware of, and she does all these things with a smile.

**Thank you, Patti, for all you do!**

## Please Welcome New Employees



Micah Finch  
Mental Health  
Security Specialist II



Taylor Wozny  
Mental Health  
Security Specialist II



Stephanie Koenig  
Mental Health  
Security Specialist II



Brittany Craft  
Supply Worker I

## Terrific Trivia

### Questions:

1. What percent of an average adult human's weight is blood?
2. In Canadian slang, what is a "silly-sider"?
3. How big was the largest snowflake ever measured?



### Answers:

1. Seven to eight percent
2. A left-handed person
3. 15" wide x 8" thick

# Enthusiasm: The Magic Elixir of Success

By Elisabeth Roush, from Values Coach, Inc.

According to Joe Tye, enthusiasm is the magic elixir of success — it's the spark that creates personal happiness and awards professional achievement. Often, the presence or absence of enthusiasm in organizations can determine whether the work environment is negative and high-stress, or positive, productive, and resilient. It all depends on whether the people working there are genuinely happy doing what they are doing. And when they are, enthusiasm spreads faster than chickenpox in a daycare.

Why does this happen? Well, let's first consider what it takes to become successful: you'll need purpose, determination, charisma, and of course, influence — that's where enthusiasm comes into play. Enthusiastic people are notoriously more positive and optimistic about the outcome. They are the ones that meet inevitable obstacles with stamina and creativity. Who are the "movers and shakers" of your department? Chances are their enthusiasm is often the active ingredient in the account they take and the remedies they offer. Fortunately for the rest of us, their attitude is highly

transmittable.

**Here are some fool-proof ways to catch the enthusiasm bug and spread it around the workplace:**

**Kill 'em with kindness.** I'm talking about the people who drain your energy — the ones Joe refers to as "energy-sucking vampires": those who insist on poking holes in your argument without offering solutions. These individuals can often be found sulking behind their computers and at the water cooler spreading gossip.



The Values Coach Pickle Jar

They do this because they often suffer from chronic "pickle-itis" and prefer to self-treat the ailment by telling you exactly why you are wrong. Consider their critiques and move forward with resilience.

**Appreciate your posture.** Make an effort to sit or stand just a little taller. As trivial as it sounds, individuals that do so often have more confidence and self-esteem. If you appear more poised in the workplace, others are sure to take notice, and perhaps may even treat you differently.

**Be a trend-setter,** a role model, a positive influence for your workplace. Here at Values Coach, we have all contributed on occasion to the pickle jar when we feel negativity begin to influence our thoughts and actions. By introducing a common goal or incentive, you can encourage people in your workplace to also embrace a positive attitude and collaborate together to achieve a common goal. After all, motivation and enthusiasm go hand-in-hand.

**Smile.** If there's anything more contagious than enthusiasm, it's a smile. This week, try smiling at people on the sidewalk and see how many complete strangers smile back at you. Then, smile at that poor pickle in your office. Just see what happens.



# Why Being Social Makes You a Better Leader

By Geil Browning, Emergenetics International

I've been working with leaders and studying leadership for more than 20 years and I can confidently say this is a new era of leadership. The world is certainly much more global today. The speed of work is exponentially faster. And, technologically — well, there's no comparison.

But amazingly, more than any of these things, I believe leadership is now more fundamentally altered by the human dynamic. Relationships and social connectivity matter more than ever before for powerful leadership.

## Social Leadership is Now More Valued Than Ever Before

In the late 80s, when I began studying brain types and applying that research to leadership and the workforce, there was a defined, palpable backlash against social, empathic, and relational characteristics in the corporate world. In the assessment I use, I can distinctly recall high-potentials asking me how they could "get rid of their red" or social element.

Leaders, and women leaders in particular, didn't want to be seen as "touchy-feely" or "emotional." They saw the bottom line or rigid, left-brain thinking as most valuable. Even skills as esoteric as "creativity" were more highly-prized than relational thinking.

Thankfully, with social media, the

millennial generation, and the rise of women in the workplace, I've seen the social element of leadership rise to the forefront. Leaders now not only want to tap into their social brain, they believe it is imperative. Years ago, I would never have guessed I'd read an article that says the best leaders are those who are vulnerable.

But as happy as I am that these qualities are being celebrated and utilized more and more, I also know it's tough to communicate empathically. That said, whether you have a tendency to think and behave in a social way or not, you certainly need to connect with your team in this way. Here's what I mean.

## A Social, Relational Approach Is Built on Characteristics Like These

- Intuitive, gut-thinking
- Care for how decisions affect people
- A collaborative, team-focused approach
- Orientation toward relationships and a desire to get things done through people
- An ability to connect ideas and work to people

This is a very hard part of leadership — and not every leader naturally thinks this way.

I'll take you through the example of one of my first executive coaching clients, James. He rose through the ranks at a large corporation, eventually reaching the C-level. At that point his staff consistently praised his empathic nature.

That's why it was all the more amazing when he showed them his thinking and behavioral makeup, which showed only a sliver of red or "social" thinking.

James told his company that, while it did not necessarily come naturally to him, he knew that social communication was critical to his work as a leader. He said, "I use up my social thinking at work and by the end of the day I'm exhausted."

James got it. He understood the power of collaboration and social thinking. He actively engaged the process of putting himself in the shoes of the people on his team.

Strong leadership is speaking the language of your people.

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## What's Cooking at NRC



### GERMAN CHOCOLATE CARAMEL BROWNIES

Melt 50 caramels and 1/3 cup evaporated milk; set aside.

Combine: 1 box German chocolate cake mix  
3/4 c. melted oleo  
1/3 c. evaporated milk  
1 c. chopped pecans

Press half of this mixture into a greased 9x13 pan and bake 6 minutes at 350°. Take out of oven and sprinkle 1 c. chocolate chips over crust, and pour caramel mixture over that. Then spread remaining dough on top. Bake 15 minutes longer at 350°. This is great served à la mode.

(Submitted by Dr. Stephen O'Neill, and he challenges Larry Sohler to submit a recipe for the next issue of *The Source*.)

## Employees Leaving NRC

July 26, 2013

Cody Meyer, Facility Maintenance  
Supervisor

July 28, 2013

Daniel Widders, MHSS II

August 4, 2013

Lynette Brokaw, MHSS II — Guard

August 9, 2013

Harriet Coble, MHSS II

August 16, 2013

Mary Andersen, Nurse Supervisor  
Betty Maly, Food Service Cook

August 20, 2013

Elicia Wilson, Food Service Assistant

*One reason a dog  
can be such a com-  
fort when you're  
feeling blue is that  
he doesn't try to  
find out why.*



## The Bulletin Board

I want to thank all the wonderful people here at NRC for all the comforting words, cards, memorials, gifts and visits during the loss of my mother, Rita Gubbels. It was wonderful returning to work and being surrounded by such compassionate, thoughtful, and generous people. Thanks for making this difficult time more manageable for us.

Sincerely,

Patty True and family

Thanks for all the cards and prayers sent to me in the passing of my father. They meant a lot and helped me through this difficult time. You are wonderful people to work with. Thank you.

Diane Hassler

Employee Recognition Members,

I want to thank you all for the special event celebrating service years. The gift card was a nice surprise! Good cake, good punch, good company!

Thank you all,

Tracy Cullin-Culligan

Thank you to all of you at NRC who remembered myself and my family at the time of Jim's death. Thank you so much for the memorial you gave in Jim's memory. Your thoughtfulness and kindness will never be forgotten.

It's great to know you have such special friends that give support in hard times. I enjoy working with all of you!!

Thank you for being there for

me.

Shirley Drahota and family

I want to thank everyone for the nice retirement party, all the good food, kind words, gift certificate, and money. I will miss so many of you and hope to keep in touch.

Sincerely,

Harriet Coble

I would like to thank you all for the cards, kind words, thoughts, and prayers that were extended to me when my brother passed away. What a wonderful place to work, when we have the support of each other! Thank you all!!

Marilyn Stromberg

## Fruit is No 1 Snack

According to the Produce for Better Health Foundation, fruit has surpassed cookies as the number one snack item that parents give to children under age 6. Carbonated drinks and cake, originally making the

top 10 list, have now dropped off the list. This is encouraging news, particularly given the recent rise in childhood obesity. The key is to make healthful snacks visible and convenient. For more easy-to-use tips and

recipes, visit the Fruits & Veggies-More Matters website at [www.fruitsandveggiesmorematters.org](http://www.fruitsandveggiesmorematters.org).

Source: Produce for Better Health Foundation



# The Great Divide — Defining Moments in Adversity

From Joe Tye, Values Coach, Inc.

*"One of the things that comes out in myths ... is that at the bottom of the abyss comes the voice of salvation. The black moment when the real message of transformation is going to come. At the darkest moment comes the light."*

- Joseph Campbell: *The Power of Myth*

In his studies of the classic myths (e.g., Beowulf), and their modern counterparts (e.g., Star Wars) Joseph Campbell shows that the story almost always follows a predictable trajectory. At one point the hero is severely tested: he falls off his horse, loses his sword, and is lying face down in the mud as the fire-breathing dragon hovers above him. But then, somehow, he miraculously finds a way to slay the dragon, remounts his horse, rescues the damsel in distress, and they ride off into the sunset to live happily ever after.

This is also, to quote the title of a book by my friend and business school professor Michael Ray, "the path of the everyday hero." That means

you and me. Adversity often creates defining moments in our lives. The adversity might be one searing moment as in a car crash, or it might drag out over time, as in the failure of a business or a marriage. But as a result, we are forever changed. For the everyday hero (including you and me), that change can be positive and it can be permanent.

Here are some of the ways hitting one of life's brick walls can serve as a Great Divide that marks a powerful change in our self-identity:



**From victim to visionary:** Victims are rooted in the past, their frame of reference defined by things that have happened to them or been done to them. Visionaries are rooted in the future, their frame of reference defined by their dreams and the work they can do to achieve them. You can be a victim or you can be a visionary, but you can't be both.

**From entitled to empowered:** The entitled mindset expects someone else to do things for you because you deserve them;

the empowered mindset knows that you must do the work yourself. No one can empower you but you, because loaned empowerment is not the real thing.

**From complainer to contributor:** Complainers whine about bad things that have happened to them, or about good things they think they deserve but that have not happened to them. Contributors focus their emotional energy on solving problems and helping others. The drunk who becomes an AA sponsor has made the transition from complainer to contributor — and been personally transformed in the process.

**From greed to gratitude:** One of the most remarkable, and paradoxical, ways that having the world turned upside down for some people is that their perspective changes from "what's in it for me?" to "what can I do to share my blessings with others?" Adding to the paradox, people who make that mind shift are almost always happier.

**From Midas to Appleseed:** King Midas wanted everything he touched to turn to gold, and his wish was granted. He

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## The Great Divide — Defining Moments in Adversity

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starved to death because you can't eat gold. Johnny Appleseed devoted himself to planting trees that he himself would never see grow much less eat apples from. One of the things I've observed in my conversations with people who have survived significant adversity, and grown stronger as a result, is that they become more generous with both their time and their money.

**From gardener to forester:** Gardeners are focused on harvesting and either consuming or selling the next crop; fore-

sters are focused on nurturing the woods for future generations. Some of the most significant changes in the world have come about as a result of the work of people whose focus was on passing along a better world to their children and their children's children.

**From wishful to positive:** Wishful thinking is hoping for something and waiting for someone else to make it happen for you. Positive thinking is expecting something and then doing the work to make it happen

yourself. There nothing like getting knocked down by life to teach you the value of being a self-reliant positive thinker.

That which doesn't kill you will make you stronger, Nietzsche famously said. It's a paradox of adversity — by knocking you to your knees it will, if you can survive it, help you stand taller on your feet.



## Why Being Social Makes You a Better Leader

(Continued from page 5)

### How to Communicate in a Social, Relational Way

1. Don't be afraid to tap into feelings. Use questions like: "How does that grab you?" "How are you feeling about this?" Or statements like: "I'm concerned about how others will react."
2. Think personal connection first and foremost. Phrases that evoke this: "Let's work through this together." "Have we talked through
3. Be vulnerable. It's okay. What do I mean? Consider comments like this: "I am hurt, you didn't return my phone call." "Are our plans and policies being administered fairly to all?"
4. Show gratitude and appreciation. Here's some examples of how you can convey

this enough?" "Is everyone on the same page?" "I'd love to connect with you about your plan."

that. "I really love your contributions." "I want to recognize how hard everyone is working and say thank you." "How can we better serve the team? We want to make sure you keep up the great work."

Start with people and tap into your social brain to be a better leader and get things done.

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*The Source is an employee newsletter written by the employees and published monthly for the employees within the Norfolk Regional Center. Articles and ideas for publication are always welcome and can be forwarded to any member of the Editorial Board.*

*It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size and content. Articles sent to the Editorial Board must be signed, but the writer may request to have their name withheld. Please contact us with submissions for the next edition, and with your comments on the newsletter!*

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## Let Your Child Create a Sparkly Explosion

Submitted by Marilyn Stromberg, DHHS Scheduling Coordinator

### Simple Supplies for a "Sparkly Explosion":

- Vase
- Baking soda
- Vinegar
- Food coloring (any color)
- Glitter (any color)
- Other supplies (see step 4)
- Pan to contain the mess

### Easy How-To:

1. Place 2-3 tablespoons baking soda in the bottom of the vase. Put the vase in the pan.
2. Add 6-7 drops of food coloring and 1-2 teaspoons of glitter.

3. Quickly pour in about 1/2 cup vinegar. Watch for the sparkles!
4. When the action is over, repeat the experiment. But this time let your child choose other supplies to add. What does pepper look like in the "explosion?" Does salt change anything? What about spaghetti noodles? Remember this is not a demonstration, it is an **experiment**! Let your child change the variables, predict what will happen, and enjoy the results!

### Explanation:

At some point, review with your children that baking soda and vinegar react to make the explosion. Older children can understand that baking soda is a base and vinegar is an acid and mixing acids and bases makes a reaction. They can also base their experiments in Step 4 on this knowledge. Some children are old enough to know that some things react when mixed together.

